

PAY DIFFERENTIAL 286
VOLUNTARY PERSONAL LEAVE PROGRAM DIFFERENTIAL – UNITS R01, R03,
R04, R05, R09, R10, R11, R14, R15, R16, R17, R19, R20, R21, AND EXCLUDED

Established: 07/01/04

Revised: 07/01/04, 10/01/04, 01/01/05, 07/01/05, 07/01/06, 01/01/07, 07/01/10, 06/01/11

CLASS TITLE	EFEC. DATE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Rank and File:					
All Classes	07/01/04	R17 E17	Minus 4.75%	8VL1	All Departments
		R19, E19	Minus 4.75% for 1 day 9.50% for 2 days	8VL1 8VL2	
	10/01/04	R01, R04, R09, R11, R14, R15, R20 E01, E04, E09, E11, E14, E15, E20	Minus 4.75%	8VL1	
		R21, E21	Minus 4.75% for 1 day 9.50% for 2 days	8VL1 8VL2	
	07/01/06	R03	Minus 4.62% for 1 day	8VL1	
	07/01/10	R16 E16	Minus 4.75%	8VL1	
	10/01/04 & 06/01/11	R10, E10	Minus 4.62% for 1 day 9.23% for 2 days 13.85% for 3 days	8VL1 8VL2 8VL3	
	01/01/05	R05	Minus 4.62%	8VL1	California Highway Patrol
Excluded:					
All Classes	07/01/04	C01-C21, M01-M21, S01-S21, E48, E58, E59, E67, E68, E78, E79, E97, E98, E99	Minus 4.62% for 1 day 9.23% for 2 days	8VL1 8VL2	All Departments

CRITERIA	
•	All employees participating in the Voluntary Personal Leave Program shall have their salary reduced by the above rate and shall accrue the appropriate number of personal leave days (or a portion of a day if working less than full time) the first of the following pay period.
•	Refer to the contracts for each bargaining unit for possible language regarding a cap on the maximum number of VPLP hours an employee may accrue.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes – Rank and File Only No – Excluded Only Perm Full-Time
SUBJECT TO PERS DEDUCTION	N/A

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

PAY DIFFERENTIAL 286 HISTORY:

Effective 07/01/04 - 12/31/04, S05 at 4.62% and 9.23%.

Effective 01/01/05 - 06/30/05, S05 deleted.

Effective 07/01/05, S05 added.

Effective 01/01/07, R16/E16 is deleted.

Effective 07/01/06, R03 added at 4.62%.

Effective 07/01/10, R16/E16 is added at 4.75%

Effective 06/01/11, the rate for R10/E10 is amended from 4.75% to 4.62%, 9.23% and 13.85%